

# A word from our business sponsor Joe Baguley VP & CTO EMEA

Dear VMware Colleagues

As many of you know, diversity and inclusion is at the core of what we do here at VMware, daring people to be themselves and bring their whole self to work. As I have grown older and become more comfortable with being a geek while raising two daughters of my own I have realized that there is no such thing as “normal” in life, and there definitely is no “normal” at VMware.

We are who we at VMware are because of the diverse and proud people that have pushed boundaries and innovated hard without inhibitions.

Mental Health to me is about not suffering alone, not feeling you are different in some way and somehow should hide that or be ashamed of it. It is about being yourself publicly.

To me diversity is as much about different experiences as it is about different genetics – more so in fact. Experience is what makes us – I’ve always said to people that I am not more experienced than anyone else, I’ve just probably made a lot more mistakes. Those mistakes are what shape us – they are not weaknesses but in fact strength.

If you’ve had the strength to overcome addiction, illness, grief, divorce, abuse and many other challenges, then you have more than enough strength to overcome any challenges we have at work and we want you to show that.

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If you are facing challenges and feel alone, then rest assured you are not – we are all here through the Mental Health First Aiders and more to be that first piece of help, that first, non-judgmental person that you confide in. This community at work, where you spend a lot of your time, is here to support you.

I am proud that telling my own story recently has inspired so many others (over 100 so far) to contact me to tell me their ‘secret’ and happily many of them are now sharing too, and feeling the release and empowerment that it brings (I can personally vouch for that!) by getting it off your chest - followed by the overwhelming emotional support and comfort that will come from your colleagues.

So, this is not about some lip service that I got designated in some management meeting to ‘sponsor’ mental health as the token VP. This is important to me, this is personal, and I want it to be so for all of you too – together we become stronger.

Joe

